

*Utilizing O*NET™ Data*

A short paper written by Rodney Stinson and downloaded from www.jobmarkets.com.au.
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The *Job Markets Australia* online database includes the O*NET™ data on the skills, abilities and knowledge associated with each occupation. The crosswalk between the O*NET™ occupations and the ANZSCO occupations was done by Rodney Stinson.

In the online database you include the O*NET™ data with an occupational Report by opening Job Report Content Options. Then click in the box next to Listing of O*NET Skills, Abilities and Knowledge.

The original O*NET™ ratings on Importance were collected on a 1-5 scale and those for Level were collected on a 0-7 scale. The O*NET™ ratings have been standardized to a scale ranging from 0 to 100. This makes the results more intuitively understandable to users of the online database. The equations for standardizing the original ratings were obtained from the O*NET™ Center.

The difference between Importance and Level is very important. For instance, the same skill can be required for many occupations, but the level at which the skill is needed can and does vary. Another way of describing Importance is how often the skill is required. Another way of describing Level is the amount (or extent) of the skill that is required.

Let's take the O*NET™ skill of "speaking" as our example, and choose two occupations in the legal industry to illustrate how rankings for the skill may differ.

Speaking is defined as: "Talking to others to convey information effectively".

This skill is important for both Solicitors and Legal Executives (usually called Paralegals), for it is central to their job duties and workplaces. But Solicitors, who may frequently argue cases before judges and juries, are required to have a high Level of speaking skill, while Legal Executives need only have an average Level of speaking skill.

Their actual ratings are:	Importance	Level
Solicitors	87%	64%
Legal Executives	65%	50%

With regard to Importance, the percentage shows where an occupation's need for the skill is found on a range from not important to extremely important.

With regard to Level, the percentage shows where an occupation's need for a specified degree of skill performance is found on a continuum.

What has been written here about the O*NET™ data on Skills also applies to its data on Abilities and Knowledge.